

UNITED STATES DISTRICT COURT  
DISTRICT OF OREGON  
PORTLAND DIVISION

KELLY CAHILL, et al., )  
Plaintiffs, )  
VS. ) NO. 3:18-CV-01477-JR  
NIKE, INC., an Oregon )  
Corporation, )  
Defendants. )  
\_\_\_\_\_)

VIDEOCONFERENCE DEPOSITION OF:

KELLY CAHILL

WEDNESDAY, NOVEMBER 18, 2020

12:10 P.M.

REPORTED BY:

Sari M. Knudsen

CSR No. 13109

Page 1

1 (Whereupon Defendants' Exhibit 5 02:08:41  
2 was marked for identification) 02:08:41  
3 BY MS. DAVIS: 02:08:41  
4 Q Okay. Do you recognize Exhibit 5 as your 02:08:49  
5 offer letter to become a Nike employee dated 02:08:53  
6 October 16, 2013? 02:08:55  
7 A Yes. 02:09:01  
8 Q Okay. And this was after the one-year 02:09:04  
9 period of time you worked as the Digital Brand 02:09:06  
10 Senior Producer for Nike.com as a contractor. 02:09:11  
11 Correct? 02:09:12  
12 A Yes. Close to one year. Correct. 02:09:15  
13 Q Okay. And when you were originally hired 02:09:17  
14 as a Nike employee, your start date was October 21, 02:09:24  
15 2013. At least as reflected on Exhibit 5. 02:09:28  
16 Do you see that? 02:09:29  
17 A Yes. 02:09:31  
18 Q Okay. And do you believe that that was 02:09:33  
19 your start date at Nike as a Nike employee, 02:09:36  
20 October 21, 2013? 02:09:37  
21 A I believe that to be correct, yes. 02:09:41  
22 Q Okay. And your title when you were hired 02:09:43  
23 as a Nike employee was Global Digital Cross-Category 02:09:45  
24 Director. Correct? 02:09:51  
25 A Of Nike.com, yes. 02:09:53

Page 76

1           Q     Okay. When you became a Nike employee and           02:10:33  
2           were Global Digital Cross-Category Director for           02:10:38  
3           Nike.com, did your job duties change at all from the       02:10:42  
4           duties you had held as a contractor?           02:10:45

5           A     Yes.           02:10:47

6           Q     How did they change?           02:10:50

7           A     This -- this organization, this global           02:10:53  
8           Nike.com organization was new. So it was again a       02:10:58  
9           new -- a new position with new responsibilities from       02:11:02  
10          a global organization. So I oversaw the rollout of       02:11:11  
11          Nike.com sites globally from Europe to China to       02:11:18  
12          Japan which was not the case before. So I was more       02:11:24  
13          heavily involved with our international partners       02:11:27  
14          than the previous role. And some of the duties       02:11:33  
15          overlapped.           02:11:34

16                Like I was still responsible for the home       02:11:38  
17          page globally. So all the home pages globally. The       02:11:43  
18          Men's, Women's and any big initiative that would       02:11:48  
19          have come across were all categories played. For       02:11:52  
20          example, gifting at holiday time, back-to-school.       02:11:57  
21          So any large initiatives where all the categories       02:12:00  
22          had to come together were my projects.           02:12:08

23          Q     And you were in this role for approximately       02:12:11  
24          one year, until November of 2014?           02:12:13

25          A     Correct.           02:12:15

1 HQ -- 02:13:59

2 MR. GOLDSTEIN: Objection. 02:14:00

3 BY MS. DAVIS: 02:14:00

4 Q -- to the role you were performing? 02:14:02

5 A Yeah. It was in -- it was in global -- 02:14:06

6 sorry. Not global. North America. So there were 02:14:09

7 regions -- the regions at HQ had similar 02:14:13

8 responsibilities. 02:14:13

9 Q And what were the job titles of the people 02:14:18

10 who held those roles, if you know? 02:14:20

11 A I don't remember. 02:14:24

12 Q Do you know the names of any of the people 02:14:25

13 who held those roles? 02:14:28

14 A I do not remember. 02:14:30

15 Q Okay. As you sit here today, are there any 02:14:32

16 documents that you believe would refresh your 02:14:34

17 recollection? 02:14:35

18 A If there were -- if there were org charts, 02:14:38

19 that could -- that would help. 02:14:54

20 Q While you were Global Digital 02:15:12

21 Cross-Category Director for Nike.com, you were Band 02:15:18

22 E5. Is that accurate? 02:15:22

23 A I know it was E. The 5 -- the 5 is -- I 02:15:26

24 don't recall the 5. 02:15:28

25 Q Okay. And do you know anything about the 02:15:36

Page 79

1 A Yes. He did have one. One to my 02:25:43  
2 knowledge, yes. 02:25:45  
3 Q Also a manager? 02:25:46  
4 A Also a manager, yes. 02:25:48  
5 Q Did he supervise anyone else to your 02:25:50  
6 knowledge? 02:25:50  
7 A Not to my knowledge. 02:26:03  
8 Q All right. 02:26:11  
9 In approximately December of 2014, you 02:26:14  
10 moved into a new role called Brand Director for 02:26:19  
11 Nike.com. Is that correct? 02:26:21  
12 MR. GOLDSTEIN: Objection. 02:26:23  
13 THE WITNESS: If I could see the -- a document 02:26:26  
14 that shows that to jog my memory of the exact title, 02:26:30  
15 that would be helpful. 02:26:31  
16 BY MS. DAVIS: 02:26:31  
17 Q Okay. What would -- how would you 02:26:33  
18 articulate your title when you changed jobs in 02:26:36  
19 December of 2014? 02:26:37  
20 A North America Nike.com brand -- Digital 02:26:45  
21 Brand Director or as -- 02:26:47  
22 Q Okay. 02:26:48  
23 A -- as reflected on my resume. 02:26:49  
24 Q Okay. Was that considered a promotion? 02:27:08  
25 A No. 02:27:08

Page 88

1 MR. GOLDSTEIN: Objection. 02:27:10

2 THE WITNESS: No -- no. It was a lateral -- a 02:27:14

3 lateral move. 02:27:16

4 BY MS. DAVIS: 02:27:16

5 Q Okay. Did you apply for the -- for it? 02:27:21

6 A I believe I did. I would have to see the 02:27:27

7 application to jog my memory officially. 02:27:30

8 Q Okay. We'll look at those in a bit. 02:27:34

9 A Okay. 02:27:34

10 Q Were you responsible -- as a North America 02:27:56

11 Nike.com Digital Brand Director, were you 02:27:59

12 responsible for any specific categories? 02:28:00

13 A No. Again, cross-category and all 02:28:08

14 categories at the time. 02:28:17

15 Q Okay. 02:28:17

16 A Again, that was -- again, that was a 02:28:23

17 newly-created role. 02:28:28

18 Q Okay. By "newly created," you mean that no 02:28:33

19 one had held the role before you? 02:28:36

20 MR. GOLDSTEIN: Objection. 02:28:37

21 BY MS. DAVIS: 02:28:37

22 Q I didn't get your answer. Sorry. 02:28:41

23 A To my knowledge, that is correct. 02:28:45

24 Q Okay. And you held the role of North 02:28:52

25 America Nike.com Digital Brand Director until you 02:28:55

Page 89

1	<u>left Nike in July of 2017. Correct?</u>	<u>02:28:59</u>
2	A <u>Correct.</u>	<u>02:29:09</u>
3	Q Did you change jobs from Global Digital	02:29:34
4	Cross-Category Director for Nike.com to North	02:29:41
5	America Nike.com Digital Brand Director by choice?	02:29:46
6	A Yes.	02:29:47
7	Q Why did you want to change jobs?	02:29:50
8	A I had been in global for a while and done	02:29:55
9	what I thought I wanted to do. And the new role in	02:30:00
10	North America brought me closer into the brand, the	02:30:07
11	brand roles I was seeking as well as the	02:30:09
12	merchandising roles that had interested me.	02:30:19
13	Q Okay. And what do you mean by a "brand	02:30:21
14	role"?	02:30:23
15	A So there are -- so I was in the digital	02:30:25
16	brand -- what was once known as the digital brand	02:30:30
17	function, and then there are true brand category	02:30:32
18	functions that sit -- kind of sit outside of digital	02:30:38
19	brand within the matrix that were, you know,	02:30:44
20	something I was looking to get into.	02:30:46
21	Q Could you give me an example of a brand	02:30:53
22	category function?	02:30:55
23	A Oh, sure. Like Running. Like Women's	02:30:57
24	Brand Director, Men -- you know, Running Brand	02:31:01
25	Director.	02:31:06

Page 90

1 gender? 04:52:04

2 A Not -- 04:52:06

3 MR. GOLDSTEIN: Objection. 04:52:07

4 THE WITNESS: Not to my knowledge. 04:52:08

5 BY MS. DAVIS: 04:52:08

6 Q Okay. And North America Nike.com Digital 04:52:16

7 Brand Director role was also an E band role. 04:52:21

8 Correct? 04:52:21

9 A That is correct. 04:52:24

10 Q And when you started in the role, did you 04:52:29

11 think that E band was appropriate for that job? 04:52:34

12 A At that current role at that time, yes. 04:52:45

13 Q Did you know that you had changed job codes 04:52:47

14 at that time with respect to Nike's internal system? 04:52:52

15 MR. GOLDSTEIN: Objection. 04:52:54

16 THE WITNESS: I -- I don't recall knowing that. 04:52:57

17 I can assume that's accurate since I switched from a 04:53:00

18 global to a regional position. 04:53:05

19 BY MS. DAVIS: 04:53:05

20 Q Okay. And did you know anything about 04:53:09

21 changing to -- changing jobs families when you 04:53:17

22 changed roles? 04:53:18

23 MR. GOLDSTEIN: Objection. 04:53:19

24 THE WITNESS: No. I didn't -- I didn't realize 04:53:23

25 what job family I was in, based on that document. 04:53:27

Page 148



1 MR. GOLDSTEIN: She already testified it was in 07:07:09  
2 2017. 07:07:20  
3 BY MS. DAVIS: 07:07:20  
4 Q Do you recall anything else about the not 07:07:23  
5 favorable text messages and phone calls from 07:07:25  
6 [REDACTED] that you have not already shared with me? 07:07:28  
7 A No. 07:07:31  
8 MR. GOLDSTEIN: Objection. Asked and answered. 07:07:33  
9 BY MS. DAVIS: 07:07:33  
10 Q Do you have any reason to believe that 07:07:41  
11 [REDACTED] sent you these text messages or made 07:07:45  
12 these phone calls based on your gender? 07:07:47  
13 MR. GOLDSTEIN: Objection. 07:07:51  
14 THE WITNESS: Yes. I mean, the way he spoke to 07:07:53  
15 me because of my gender, yes. 07:07:55  
16 BY MS. DAVIS: 07:07:55  
17 Q What makes you think that it was because of 07:07:57  
18 your gender? 07:07:58  
19 A I never -- I never heard him speak to men 07:08:02  
20 in that same way before. 07:08:06  
21 Q Any other reason? 07:08:11  
22 A No. 07:08:12  
23 Q When you say "the way he spoke to me," what 07:08:15  
24 do you mean by that? 07:08:18  
25 A Just the level of degradation [sic] that was 07:08:21

Page 218

1 spoken to me about very -- 07:08:28

2 Q What did he -- sorry. 07:08:29

3 A No. Just it felt very like attacking -- 07:08:34

4 very attacking. And in a way like that was 07:08:38

5 demeaning. 07:08:38

6 Q Can you recall anything specifically that 07:08:45

7 he did that you felt was attacking, degrading or 07:08:48

8 demeaning? 07:08:49

9 A To me directly? 07:08:53

10 Q Yes. 07:08:56

11 A Yes. Just telling me that I need -- just 07:08:59

12 telling me directly that he would not be supporting 07:09:02

13 and just I need to figure things out and -- I mean, 07:09:08

14 those are some specifics. But he -- overall, the 07:09:12

15 tone in which he communicated was very demeaning. 07:09:15

16 Q So you said that he told you you needed to 07:09:21

17 figure things out. Anything else he said to you 07:09:24

18 that you thought was attacking, degrading or 07:09:26

19 demeaning? 07:09:28

20 A I can't recall. I can't recall specifics. 07:09:30

21 There were so many in a short time frame. 07:09:35

22 Q Okay. I'd like to hear as many as you can 07:09:37

23 recall. Do you have any notes that would help 07:09:40

24 refresh your recollection? 07:09:42

25 A I don't have any notes, no. 07:09:45

Page 219

1 [REDACTED] spoke directly to you that you believe 07:11:01  
2 would support your claim that he sent you 07:11:08  
3 unfavorable texts and phone calls or spoke to you 07:11:11  
4 disrespectfully because of your gender? 07:11:13  
5 A Not that I can -- not that I can recall 07:11:16  
6 without seeing those. 07:11:21  
7 Q Okay. Seeing -- and "seeing those," you 07:11:23  
8 mean the text messages? 07:11:24  
9 A Yeah. Correct. 07:11:26  
10 Q Okay. You said you also witnessed 07:11:30  
11 discriminatory behavior you shouldn't have been 07:11:33  
12 witness to. 07:11:34  
13 What did you mean by that? 07:11:37  
14 A He called other -- other females on the 07:11:39  
15 team names. He degraded and berated women in front 07:11:46  
16 of a room full of our peers. Made them cry multiple 07:11:52  
17 times. I was in the room for all of those. 07:11:56  
18 Degraded a woman at an offsite. 07:12:04  
19 Q Anything else? 07:12:07  
20 A The way -- I mean, just the way he spoke in 07:12:10  
21 general to women on the team. 07:12:18  
22 Q Anything else? 07:12:22  
23 A Not -- not -- not any more specifics that I 07:12:26  
24 can recall off the top of my head. 07:12:29  
25 Q You said he called other females names. 07:12:31

Page 221

1     What names did you hear him call other females?                     07:12:34

2             A     Dikes.   07:12:37

3             Q     Anything else?   07:12:39

4             A     I think that's enough. No.                             07:12:42

5             Q     Do you recall anything else?                         07:12:44

6             A     Of names? Name calling? Specifically, no.         07:12:48

7             Q     Okay. How many times did you hear him use         07:12:50

8     the term "dike"?   07:12:52

9             A     Once.   07:12:55

10            Q     How many?   07:12:57

11            A     Once.   07:12:58

12            Q     Oh, once. I'm sorry. I thought you said             07:13:01

13     "lots." Sorry.   07:13:04

14            A     That's okay.   07:13:05

15            Q     To whom -- was anyone else around when he         07:13:08

16     made this comment?   07:13:09

17            A     No.   07:13:11

18            Q     Just you and him?   07:13:12

19            A     Yep.   07:13:15

20            Q     What were you discussing at the time?             07:13:20

21            A     I -- I had come into the office to meet.             07:13:23

22     Two other women came into his office to talk to him             07:13:26

23     about something while I was in the office. They had             07:13:30

24     left the office. And as they were leaving the                     07:13:33

25     office, that is when he referred to them with that             07:13:38

Page 222

1 word. 07:13:39

2 Q What did he say exactly -- what did he say 07:13:41

3 exactly, if you can recall? 07:13:46

4 A Along the lines of, "I don't care what 07:13:48

5 those dikes run off and do." 07:13:50

6 Q What did you say? 07:13:51

7 A I didn't say anything. 07:13:55

8 Q When did this happen -- occur? 07:13:57

9 A I cannot recall the specific date or time. 07:14:03

10 Q Okay. Do you recall approximately what 07:14:04

11 year? 07:14:09

12 A I -- I cannot recall if it was 2016 -- it 07:14:12

13 was before 2017. That's all I can recall. 07:14:15

14 Q Regarding the -- your allegation that he 07:14:26

15 degraded and berated women and made them cry, what 07:14:31

16 specifically did you see? 07:14:34

17 A With [REDACTED] specifically in a room -- in a 07:14:39

18 conference room with an agency present, literally 07:14:44

19 attacking her for failure of a project over and over 07:14:49

20 and over again and not letting it go in front of her 07:14:56

21 peers, like myself and in front of an agency and 07:15:00

22 agency directors until she -- until she broke down 07:15:03

23 and left the room. 07:15:07

24 Q Okay. Any other times you saw him make 07:15:14

25 someone cry? 07:15:17

1       A     I have witnessed him make other people feel     07:15:20  
2     very uncomfortable, but not cry.     07:15:25

3       Q     Okay. So one time you saw him make a     07:15:29  
4     female employee cry. Correct?     07:15:31

5       A     That I witnessed. I know -- I know there     07:15:33  
6     was another -- he did make an agency partner cry as     07:15:37  
7     well during that same time frame, a female.     07:15:41

8       Q     Okay. Who was that?     07:15:43

9       A     Lori Bartelli. She worked for AKQA at the     07:15:49  
10    time.     07:15:57

11      Q     Okay. And what happened there?     07:15:58

12      A     Very same scenario. Failure. She was the     07:16:02  
13    agency working on that same project and failure of a     07:16:05  
14    project.     07:16:07

15      Q     And were you present when he made her cry?     07:16:10

16      A     I wasn't -- I was not present. She told me     07:16:13  
17    after the fact.     07:16:18

18      Q     Did she send you anything in writing?     07:16:20

19      A     Nothing in writing. We met in person a     07:16:22  
20    lot. And she was no longer working on that project.     07:16:28  
21    So it was evident something had happened.     07:16:34

22      Q     Okay. You said he degraded a woman at an     07:16:42  
23    offsite. What did you mean by that?     07:16:44

24      A     He -- after part of an offsite, after the     07:16:47  
25    dinner, he put his private parts in a women's face     07:16:56

Page 224

1	<u>and told her to suck on that.</u>	07:17:05
2	Q <u>And who is the woman?</u>	07:17:08
3	A <u>Lauren Anderson.</u>	07:17:09
4	Q <u>Okay. And Ms. Anderson reported to you?</u>	07:17:18
5	A <u>Not at that time, no.</u>	07:17:20
6	Q <u>Okay. She did later?</u>	07:17:23
7	A <u>Earlier she would have.</u>	07:17:25
8	Q <u>Earlier. Okay.</u>	07:17:26
9	<u>Okay. And who else -- was anyone else</u>	07:17:35
10	<u>there at the -- at this event after dinner?</u>	07:17:38
11	A <u>Yeah. The -- the majority of the rest of</u>	07:17:43
12	<u>the team that was at this offsite.</u>	07:17:45
13	Q <u>Okay. When did the offsite occur?</u>	07:17:49
14	A <u>Do not recall specifically. But it would</u>	07:17:54
15	<u>have been fall of 2016.</u>	07:17:57
16	Q <u>Okay. Okay. And then you also said the</u>	07:18:12
17	<u>way he spoke to women on the team. Do you have</u>	07:18:14
18	<u>anything to add to what you told me earlier?</u>	07:18:17
19	A <u>No.</u>	07:18:27
20	Q <u>Did you tell anyone in H.R. or management</u>	07:18:33
21	<u>about [REDACTED] conduct?</u>	07:18:35
22	A <u>I did, yes.</u>	07:18:37
23	Q <u>When is the first time?</u>	07:18:41
24	A <u>First time would have been earlier in 2016.</u>	07:18:43
25	<u>Probably spring, 2016.</u>	07:18:46

Page 225

1 Q Okay. And who did you contact? 07:18:50

2 A First contact was [REDACTED]. He's not in 07:18:55

3 H.R. 07:18:56

4 Q Can you say the name again? 07:18:57

5 A Yes. Sorry. [REDACTED]. [REDACTED]. 07:19:05

6 Q Okay. 07:19:05

7 A He was -- he was North America -- not H.R. 07:19:09

8 Just leadership-level confidant. He advised me -- 07:19:18

9 Q And what did you tell -- 07:19:20

10 A Sorry. 07:19:20

11 Q What did you tell [REDACTED]? 07:19:22

12 A About [REDACTED]'s -- [REDACTED]'s behavior. At that 07:19:27

13 time it was [REDACTED]'s behavior, sort of lack of 07:19:31

14 leadership and the way -- what he said to the two 07:19:38

15 women coming out of his office -- or about the two 07:19:43

16 women, excuse me. 07:19:46

17 Q Okay. And what did Mr. [REDACTED] say in 07:19:50

18 response? 07:19:50

19 A That he had heard similar complaints from 07:19:55

20 other people in the organization and that I needed 07:20:00

21 to speak to Tyler Allen in H.R. 07:20:03

22 Q Okay. And what did you do next? 07:20:09

23 A I spoke to Tyler Allen with -- within a 07:20:14

24 couple of weeks. 07:20:15

25 Q Also in the spring of 2016? 07:20:27

Page 226



1	A	<u>Yes.</u>	<u>07:20:35</u>
2	Q	<u>And what did you tell Mr. Allen?</u>	<u>07:20:37</u>
3	A	<u>What I told -- what I told [REDACTED] -- we had</u>	<u>07:20:41</u>
4		<u>a phone call. I remember because I locked myself in</u>	<u>07:20:45</u>
5		<u>a conference room. Had a phone call to discuss his</u>	<u>07:20:52</u>
6		<u>behavior and sort of what -- you know, what we need</u>	<u>07:20:57</u>
7		<u>to do. Kind of next -- if there are next steps or</u>	<u>07:21:01</u>
8		<u>just lodge a complaint largely.</u>	<u>07:21:05</u>
9	Q	<u>And what specifically did you tell</u>	<u>07:21:11</u>
10		<u>Mr. Allen about [REDACTED] if you can recall?</u>	<u>07:21:14</u>
11	A	<u>I told him about the language used against</u>	<u>07:21:18</u>
12		<u>those two women. I told him about me personally</u>	<u>07:21:26</u>
13		<u>taking on more responsibility without recognition.</u>	<u>07:21:33</u>
14		<u>Needing to understand more about that decision and</u>	<u>07:21:38</u>
15		<u>overall lack -- kind of lack of leadership that</u>	<u>07:21:41</u>
16		<u>we've had from [REDACTED] you know, in the past several</u>	<u>07:21:44</u>
17		<u>months.</u>	<u>07:21:48</u>
18	Q	<u>And what did Mr. Allen say?</u>	<u>07:21:51</u>
19	A	<u>He -- to my knowledge -- what I understood</u>	<u>07:21:57</u>
20		<u>was it was being documented. Yet to see that. And</u>	<u>07:22:02</u>
21		<u>that he would take the appropriate next steps.</u>	<u>07:22:08</u>
22	Q	<u>Okay. And to your knowledge, did Mr. Allen</u>	<u>07:22:12</u>
23		<u>take any next steps?</u>	<u>07:22:13</u>
24	A	<u>Not to my knowledge, no.</u>	<u>07:22:16</u>
25	Q	<u>Okay. Did you raise any other concerns</u>	<u>07:22:24</u>

Page 227

1 about [REDACTED] to anyone else in management or 07:22:27  
2 H.R.? 07:22:27

3 A During -- during that time frame or in 07:22:33  
4 general? 07:22:34

5 Q Oh. Sorry. I guess any time after you 07:22:38  
6 spoke with Mr. Allen. 07:22:39

7 A Yes. I raised -- I mean, a couple more 07:22:43  
8 times to Mr. Allen. I had spoken to [REDACTED] as 07:22:50  
9 well about it. And I continued to seek counsel from 07:23:00  
10 [REDACTED]. He moved on from that role. Actually 07:23:04  
11 into H.R. after a while. And then [REDACTED] Ross on our 07:23:12  
12 team as a peer, confide in each other. 07:23:22

13 Q Okay. And so when you went back to -- you 07:23:25  
14 said you went back to Mr. Allen several more times. 07:23:27  
15 Was that also in 2016? 07:23:29

16 A Yes. That would have been in 2016. 07:23:32

17 Q Okay. And what did Mr. Allen say when you 07:23:36  
18 went back to him? 07:23:38

19 A I went back to him with the complaint 07:23:43  
20 around what had happened with [REDACTED] and the 07:23:46  
21 overall treatment of that project, and he gave me 07:23:54  
22 the same answer. 07:23:57

23 This time, however, I believe -- I don't 07:24:00  
24 know what action was taken. But something happened 07:24:03  
25 because Tyler was then being copied on all of 07:24:09

1     ██████'s e-mails that were directed to the team.     07:24:15

2           Q     Okay. Okay. Did you have any other     07:24:23

3     conversations with Mr. Allen about ██████████     07:24:25

4           A     I had one more after the incident in the     07:24:28

5     fall with the offsite.     07:24:29

6           Q     Uh-huh.     07:24:33

7           A     We spoke more than most people, I think.     07:24:40

8                 And that was -- that would have been in the     07:24:43

9     fall of 2016.     07:24:45

10          Q     Okay. And what did you tell Mr. Allen     07:24:50

11     during that meeting?     07:24:52

12          A     I told him what had taken place at the     07:24:54

13     offsite. ████████'s overall behavior towards the women     07:25:04

14     at the offsite.     07:25:05

15          Q     Okay. And what was Mr. Allen's response?     07:25:09

16          A     Same -- same response as before. That he     07:25:11

17     would take the appropriate next steps.     07:25:20

18          Q     Okay. Any other complaints to Mr. Allen     07:25:31

19     about ██████████?     07:25:32

20          A     Not about ██████████.     07:25:33

21          Q     Okay. What did you tell ██████████ about     07:25:37

22     ██████████?     07:25:37

23          A     Stayed mainly around lack of leadership and     07:25:44

24     sort of ████████'s overall attitude kind of towards     07:25:52

25     myself and women and the Nike.com team in general.     07:25:59

Page 229

1 Q After [REDACTED] was no longer working with you? 07:27:25

2 A Yeah. After [REDACTED] was promoted, we had a 07:27:28

3 conversation. 07:27:29

4 Q What did you say? 07:27:39

5 A During that last conversation or -- 07:27:40

6 Q Uh-huh. Yep. 07:27:41

7 A I couldn't understand what [REDACTED]'s 07:27:44

8 behavior -- how he could get promoted to a vice 07:27:48

9 president, given the amount of complaints that were 07:27:52

10 lodged against him to H.R. It didn't -- it didn't 07:27:57

11 make sense. 07:27:57

12 And Tyler at that time had moved -- I'm 07:27:59

13 sorry. Not Tyler. [REDACTED]. [REDACTED] at that time had 07:28:04

14 moved into H.R. So I was seeking clarity around how 07:28:08

15 that could possibly happen other than, you know, his 07:28:12

16 connections to senior man -- to senior leadership. 07:28:16

17 Q What did [REDACTED] say? 07:28:20

18 A [REDACTED] was also as baffled as I was as how 07:28:25

19 something like that could happen and sort of helped 07:28:27

20 confirm some of [REDACTED]'s senior management -- senior 07:28:34

21 leadership-level relationships. 07:28:36

22 Q Okay. And then what did you and [REDACTED] 07:28:43

23 discuss? 07:28:46

24 A Overall [REDACTED]'s -- [REDACTED]'s bad behavior. 07:28:49

25 She directly reported into [REDACTED] as well, and we 07:28:55

Page 231

1 discussed a lot around when to go to H.R., what to 07:29:02  
2 go to H.R. with. We had also discussed she was 07:29:07  
3 trying to get out of working from -- with [REDACTED]. So 07:29:12  
4 we had a lot of conversations around her working for 07:29:15  
5 other functions to not have to work for him anymore. 07:29:20  
6 Q Approximately when did these conversations 07:29:22  
7 take place with [REDACTED]? 07:29:27  
8 A Within 2016. Probably the same time frame. 07:29:31  
9 Summer -- summer to fall. 07:29:39  
10 Q Okay. You said that there were -- I'm 07:29:43  
11 going to paraphrase, but that there were other 07:29:45  
12 complaints about [REDACTED]. Are you aware of 07:29:49  
13 anyone else who complained about him other than 07:29:50  
14 yourself? 07:29:52  
15 A I know [REDACTED] did. I know Lauren Anderson 07:29:57  
16 did. I know [REDACTED] did. 07:30:07  
17 Q Anyone else? 07:30:11  
18 A Not -- not that I know. 07:30:12  
19 Q Okay. You told me before that you thought 07:30:20  
20 Tyler Allen had treated you differently based on 07:30:23  
21 your gender or treated you unfairly by not helping 07:30:28  
22 you get the promo or interviews that he had 07:30:31  
23 promised. I may be paraphrasing there. 07:30:34  
24 What did Mr. Allen do that you feel was 07:30:40  
25 unfair? 07:30:40

Page 232

1 (Whereupon Defendant's Exhibit 27 08:59:49  
2 was marked for identification) 08:59:49  
3 BY MS. DAVIS: 08:59:49  
4 Q Okay. Let me know when you have had a 08:59:54  
5 chance to read it. 09:00:15  
6 A Okay. 09:00:25  
7 Q Okay. Does this refresh your recollection 09:00:29  
8 that you reviewed at least some job descriptions for 09:00:34  
9 the employees on your team? 09:00:37  
10 A Yes. I do remember this. 09:00:40  
11 Q Okay. Did you prepare job descriptions for 09:00:42  
12 them, or were you reviewing job descriptions that 09:00:45  
13 were already created? 09:00:47  
14 A Reviewing job descriptions that were 09:00:53  
15 already -- already created because they were still 09:00:56  
16 valid. 09:00:57  
17 Q Okay. And did you recommend any changes to 09:00:58  
18 the job description? 09:01:02  
19 A I can't remember. 09:01:04  
20 Q Do you recall an incident where [REDACTED] 09:01:30  
21 allegedly said to Ms. Anderson, "Lick my balls"? 09:01:36  
22 A That is the incident I referred to at the 09:01:38  
23 offsite. I miss -- I misspoke in the statement, but 09:01:44  
24 that is the reference. 09:01:46  
25 Q Oh. What did you tell me earlier had 09:01:47

Page 280

1     happened?     09:01:48

2     A     I believe I said, "Suck on these."     09:01:55

3     Q     Got it.     09:01:55

4     A     Close.     09:02:05

5     Q     Did you also make recommendations about the     09:02:08

6     9 Box ratings that you were talking about earlier?     09:02:11

7     A     From my -- from my direct reports, yes.     09:02:17

8     That one instance with Pamela. She's the only one     09:02:20

9     that we did 9 Box ratings with.     09:02:23

10    Q     Okay. You did not do them with [REDACTED]?     09:02:25

11    A     No.     09:02:27

12    Q     Are you familiar with the concept called a     09:02:29

13    potential rating at Nike?     09:02:33

14    A     I am not. Not that I can remember.     09:02:49

15    Q     While you were working as a director at     09:02:52

16    Nike in either of the two jobs you held, did anyone     09:02:55

17    on your team get promoted?     09:02:56

18    MR. GOLDSTEIN: Objection.     09:03:04

19    THE WITNESS: I believe -- I believe so.     09:03:06

20    BY MS. DAVIS:     09:03:06

21    Q     Who?     09:03:07

22    A     I can't recall specifically who.     09:03:12

23    Q     Did you -- do you recall taking any steps     09:03:14

24    to help anyone on your team get promoted?     09:03:17

25    A     Yes. Jen -- Jen was promoted, you know,     09:03:22

Page 281

1 I, SARI M. KNUDSEN, CSR NO. 13109, in and  
2 for the State of California, do hereby certify:

3 I am the deposition officer that  
4 stenographically recorded the testimony in the  
5 foregoing deposition;

6 Prior to being examined, the deponent was  
7 first duly sworn by me;

8 The foregoing transcript is a true record of  
9 the testimony given;

10 Before completion of the deposition, review  
11 of the transcript was not requested. If requested,  
12 any changes made by the deponent (and provided to  
13 the reporter) during the period allowed are appended  
14 hereto.

15  
16 Dated the 9th day of December, 2020.

17  
18  
19   
20

21 SARI M. KNUDSEN, CSR NO. 13109  
22  
23  
24  
25



*Cahill v. Nike*

No. 3:18-cv-01477-JR (D. Or.)

Deposition Date: November 18, 2020

Deponent: Kelly Cahill

Page	Line(s)	Reads	Should Read	Reason
25	13	payee quality	pay equality	To correct a transcription error
25	17	payee quality	pay equality	To correct a transcription error
38	9	selling in new products	selling new products	To correct a transcription error
40	8	then ex-husband	then husband	To correct a transcription error
43	20	Gem Soda	Jones Soda	To correct a transcription error
48	23	2011	2012	To correct inadvertent error in year
59	23	EPW	ETW	To correct a transcription error
123	6	Insures	Ensures	To correct a transcription error
142	3	CFE's	CFEs	To correct a transcription error
163	4	participants	participates	To correct a transcription error
163	18	participants	participates	To correct a transcription error
173	9-10	Was rated during CFE one year what I saw everyone was getting. Not necessarily the case.	Was rated Successful during CFE one year when I was told everyone was getting Successful. But then I saw that was not necessarily the case.	To correct a transcription error
174	6	media	meeting	To correct a transcription error
177	2	Nike.com right	Nike.com that are right	To correct a transcription error
179	5	manager CFE	manager's CFE	To correct a transcription error
179	11	managing CFE	manager's CFE	To correct a transcription error
180	1	CFE's	CFEs	To correct a transcription error
185	22	Kasatani.	Fisanotti	To correct a transcription error
186	4	up levels from me	a higher level than mine	To correct a transcription error
186	7	It	He	To correct a transcription error
196	19	June 11	June 1	To correct a transcription error
196	23	CFE's	CFEs	To correct a transcription error
222	2	dikes	dykes	To correct a transcription error
222	8	dike	dyke	To correct a transcription error

223	5	dikes	dykes	To correct a transcription error
251	24	CFAE's	CFEs	To correct a transcription error
254	13	CFE's	CFEs	To correct a transcription error
263	7	D banding	debanding	To correct a transcription error
263	17	D banding	debanding	To correct a transcription error
284	19	Communication's	Communications	To correct a transcription error
297	10	July 27	July 25	To correct a transcription error
309	14	opportunity proactively	opportunity to proactively	To correct a transcription error

Subject to the above changes, I declare under the penalties of perjury of the laws of the United States that my deposition transcript is true and correct.

Executed on 1/6/2021 in West Newton, MA.

DocuSigned by:  
  
 486CF2DE09C444B...  
 Kelly Cahill